

**Present:** Suzette Espinoza Cruz, Brenda Sevilla, David Berrian, Mary Flowers, Martin Friedman, Mary Shaw, Georgiana Arnold, Janet Staub, Billie Young, Beverly Wong, Len Adams and Megan Sullivan (Pacific Science Center)

**Agenda:** HSD Race and Social Justice (RSJ) Plan Analysis

**Discussion:** Session 4 of the "Race: The Power of an Illusion" training series is an all-staff meeting on March 7, 2005. It was suggested at the last UIR meeting that we should provide issues or ideas for the meeting. The RSJ Plan was used as a frame of reference for this discussion.

#### *Panel*

- One suggestion for March 7 is to hold a question-answer panel session.
- The panel could include people from community-based agencies and others outside the City involved in anti-racism efforts.
- Patricia McInturff could also be on the panel. Questions could be anonymous and submitted ahead of time.
- Questions have come up during trainings on issues such as retention, training, mentoring, etc.

#### *Power and Decision-Making*

- Issues of power and decision-making could be better addressed in the RSJ Plan. Racism is about power, so power must be addressed to deal with racism. Some don't agree with this idea, but they should at least have an understanding.
- Let's distinguish between helping and empowering people. Delivering better services is not the same as addressing racism.
- There needs to be support for community organizing. Anti-racism deals with empowerment. How are we organizing services to support people being empowered and to change power dynamics? What would HSD look like to be engaged with community and allow people to acquire tools of empowerment?
- Mechanisms for employees to voice concerns or impact decision making are inconsistent. The model is hierarchical and as a result, employee innovations, ideas or concerns are subject to the discretion and interpretation of managers and supervisors.

#### *Case Studies*

- Give examples of organizational power shifts and discuss how they were made and maintained. Overlay institutional racism.
- How did they change? What was the motivation for change? (i.e. organizations, companies, school transformation models)

#### *Outcomes*

- Clearer, more specific outcomes would be helpful.
- The plan should meet the standards we set for our own sub-contractors. Similar language around outcomes etc would build in greater accountability.

#### *Last Thoughts*

- It's helpful to acknowledge work of everyone including those in and senior management.
- We should take greater responsibility for building relationships around this work with people at all levels. More conversations, formal and informal etc.
- UIR needs to talk about its own workplan and be clear on what it wants to accomplish.
- The training group will propose a day-long retreat.